



1 VIII. ABSTRACT OF THE DISCLOSURE

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- 3 A method and apparatus for deriving key
- 4 characteristics for superior performance in a job includes
- 5 deriving a set of behaviorally-related competencies
- 6 relevant to most jobs, surveying persons knowledgeable
- 7 about the job based on the set of competencies, and
- 8 defining the job in terms of the most significant
- 9 competencies identified by the surveys.